

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 5, 2003, are as follows: Average increases of 19 cents (2.6 percent) for Level 1 and 26 cents (2.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	227	7.00	14.10	5.90
CASHIER-CHECKER	239	7.00	10.00	5.38
CUSTOMER SERVICE ASST	14	8.23	10.00	5.66
OFFICE CASHIER	13	9.42	13.30	5.90
TELLER	169	9.18	11.82	6.78
ACCOUNTING CLERK	12	9.36	10.78	7.85
DESK CLERK	41	7.00	9.00	6.25
NF - 2				
STORE DETECTIVE	14	9.11	13.12	7.50
PAYROLL CLERK	4	12.45	13.40	10.01
SECRETARY	62	11.53	16.15	6.02
DATA ENTRY SPECIALIST	35	9.50	11.41	8.16
ACCOUNTING TECHNICIAN	62	10.96	15.39	6.51
NF - 3				
DEPARTMENT MANAGER	31	10.63	13.55	8.75
EXECUTIVE SECRETARY	26	12.83	19.00	10.49

WAGE AREA : #022 McLennan, Texas

ORDER DATE : May 1, 2003

SURVEY : #018/016-31